Middlebury Facilities Staff,

Most recently, some members from the Middlebury Facilities Staff decided to contact an outside labor union known as AFSCME, The American Federation State, County, Municipal, Employees to represent them and other Facilities Services Staff.

Many of the Facilities Staff on Friday, August 23, 2019 via our Middlebury work e-mail, received documentation from, David Van Deusen, The AFSCME Representative. He was Pleading, that Middlebury Facilities Services needs a union. That is ones opinion!

The purpose of Deusen's e-mail was to inform our Facilities staff that the Middlebury Management has been spreading false and misleading information for staff not to form a union.
Apparently, there are Facilities Services Staff members that dis-agree that a union should be sought after. The thought of paying someone dues & fees to work and along with the new "Card Check" to avoid a secret ballet election to get in, so-to-speak? This may not seem appealing to Middlebury Facilities staffers as they would feel forced to join the union against their will especially with the Closed Shop clause which AFSCME would stride for!!!! Join or be fired!
Deusen's claimed that the dues would not cost more than a cup of coffee every day. He failed to mention the doughnuts, such as the Initiation fees and the agency fees attached which are strikingly, "Big Bucks"! This could result into a full breakfast meal over time. It may be more than one may want to pay for.

The article submitted in the Rutland Herald on March 8th, 2019 that the AFSCME Police union voted AFSCME out as they felt that the pay raises were not tied to the performance reviews? The workers did not feel that they had the support that they needed from AFSCME as there was a huge turn-over in the AFSCME representatives who were ignoring the union Members request of support. Over a short period of time AFSCME had lost approx.7 contracts but were still charging their members with dues and fees and the members were not receiving anything for it. AFSCME copped out!
Why would Facilities Services Staffers want to pay for something that they may not receive?

Apparently, some members of the AFSCME union/ Facilities Staff Representatives, have been promising Middlebury Staff higher wages and benefits. The Middlebury Staff members should ask David Deusen, if he, will guarantee that statement in Writing? First of all, Middlebury's Benefit package is enormous and forever growing. All of these benefits along with the wages will be on the table for negotiations. The Collective bargaining process does not start at any particular point and there are no guarantees on what the outcome will be based on a "Give & Take" session.

The Facilities Services staffers need to consider if it is worth risking their current benefits on a bargaining table not knowing how the negotiation results would turn out. ? Is it worth a couple bucks even if they are not sure yet which/who's pocket the change would end up in?

Whom would be the Facilities Staffers elected bargaining team Power house working for you?

One May Wonder!